

New Jersey Public Employment Relations Commission  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1	Public Employer:	Township of Lower	County:	Cape May County
2	Employee Organization:	Policeman's Benevolent Association of NJ Local #59 (PBA)	Number of Employees in Unit:	42
3	Base Year Contract Term:	1/1/2015 - 12/31/2015		
4	New Contract Term:	1/1/2016 - 12/31/2019		

**SECTION II: Type of Contract Settlement (please check only one)**

5	<input checked="checked" type="checkbox"/>	Contract settled without neutral assistance	
6	<input type="checkbox"/>	Contract settled with assistance of mediator	
7	<input type="checkbox"/>	Contract settled with assistance of fact-finder	
8	<input type="checkbox"/>	Contract settled in Interest Arbitration	
9	If contract was settled in Interest Arbitration, did the Arbitrator issue an Award?		Yes <input type="checkbox"/> No <input type="checkbox"/>

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "Base salary" means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10	Salary Costs in Base Year	\$ 3,081,474.14
11	Longevity Costs in Base Year	\$ 115,063.29
12	Other base year salary costs	
	Uniform Allowance	\$ 5,400.00
	College Credits	\$ 17,140.00
	Sum of "Other" Costs Listed in Line 12.	\$ 22,540.00
13	Total Base Salary Cost: (sum of lines 10,11,12):	\$ 3,219,077.44

Employer: **Township of Lower**

Employee Organization:

**Policeman's Benevolent Association of NJ  
Local #59 (PBA)**

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**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**

14	Total Base Salary Cost from Line 13:	\$ <b>3,219,077.44</b>				
	Increases	Year 1	Year 2	Year 3	Year 4	Year 5
15	Effective Date (month/day/year)	<b>1/1/2016</b>	<b>1/1/2017</b>	<b>1/1/2018</b>	<b>1/1/2019</b>	
16	Cost of Salary Increments (\$)	<b>6,037.09</b>	<b>107,415.58</b>	<b>110,558.46</b>	<b>110,516.31</b>	
17	Salary Increase Above Increments (\$)					
18	Longevity Increase	<b>(775.25)</b>	<b>13,109.83</b>	<b>7,023.66</b>	<b>13,980.35</b>	
19	Total Increased Cost for "Other" Items (\$)					
20	Total Increase (\$) (sum of lines 16-19)	<b>5,261.83</b>	<b>120,525.40</b>	<b>117,582.12</b>	<b>124,496.66</b>	

**SECTION V: Average Increase Over Term of new CNA**

21	Dollar Increase Over Life of Contract	<b>\$367,866.02</b>	(Take sum of all amounts listed on Line 20 above)
22	Percentage Increase Over Life of Contract	<b>11.43%</b>	(Divide amount on Line 21 by amount on Line 14)
23	Average Percentage Increase Per Year	<b>2.86%</b>	(Divide percentage on Line 22 by number of years of the contract)

Employer: **Township of Lower**

Employee Organization: **Policeman's Benevolent Association of NJ Local #59 (PBA)**

**SECTION VI: Other Economic Items Outside Base Salary and Increases**

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5
	Equipment Allowance	\$ 6,300.00	\$ 6,300.00	\$ 6,300.00	\$ 6,300.00	\$ 6,300.00	
	Health Insurance opt-out	\$69,167.00	\$54,167.00	\$54,167.00	\$54,167.00	\$54,167.00	
25	Totals (\$):	\$75,467.00	\$60,467.00	\$60,467.00	\$60,467.00	\$60,467.00	\$ -

**SECTION VII: Medical Costs Insurance Costs**

		Base Year	Year 1
26	Health Plan Cost	\$ 551,560.00	\$ 494,225.00
27	Prescription Plan Cost	\$ 163,333.00	\$ 128,720.00
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 714,893.00	\$ 622,945.00

Employer: **Township of Lower**

Employee Organization:

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**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	<b>\$170,725.00</b>	<b>\$147,381.70</b>
32	Contributions as % of Total Insurance Cost	<b>23.88%</b>	<b>23.66%</b>

33 Identify any insurance changes that were included in this C.N.A.

As of 2/1/16, the Township changed from a self-insured health and prescription program to NJSHB, saving \$400,000 and reducing volatility. This PBA contract contains a change in the base plan from NJ Direct15 to NJ Direct2030. When the health insurance savings are taken into account, the average annual increase for this contract is under 2%.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

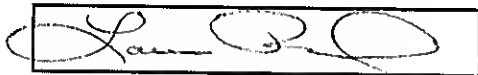
Print Name:

**Lauren Read**

Position / Title:

**CFO, Township of Lower**

Signature:



Date:

**11/29/16**

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission

Conciliation and Arbitration

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016